



Advancing Sustainability in Animal Health for a Better Future

2024 Sustainability Progress Update

zoetis

Our journey toward a better world for animals, people and planet.

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Introduction

A Letter from our CEO



In a world marked by growing complexity and challenge—from climate shifts to public health threats and from food system disruptions to economic turbulence—Zoetis remains steadfast in our purpose: to nurture our world and humankind by advancing care for animals. Amid uncertainty, we set our sights on opportunities to lead with science, to deepen our impact, and to deliver sustainable solutions that support a healthier, more resilient future for all.

Guided by our **Driven to Care** framework, we continue to make meaningful progress across our three pillars—**Communities, Animals and Planet**—amplifying the contributions of our people, the power of innovation and our responsibility to the planet we share.

Caring for Communities

Our Zoetis colleagues make the difference in everything we do. And in 2024, their commitment to the communities where we live and work reached new heights, reporting more than 20,000 volunteer hours, exceeding our goal and reflecting a 23% year-over-year increase in how our colleagues served communities in need. This spirit of care is deeply rooted in our culture and strengthened through the Zoetis Foundation, which provided \$11.3 million in grants during the year to advance opportunities for veterinarians and farmers, fund humanitarian aid, and support a matching gifts program. A notable highlight is the Foundation's \$3 million grant to the American Red Cross supporting global disaster relief and long-term community resilience from 2024 through 2030.

Advancing Animal Health with Purpose

Innovation continues to be our engine for impact and addressing unmet need in care. In 2024, we partnered with Danone to leverage our genetics expertise to help dairy farmers breed and select cattle with sustainability in mind. Together, we're working to improve animal well-being and reduce environmental impact, pioneering a more resilient future for the dairy industry.

We also made significant strides in combating global disease threats. As avian influenza continues to challenge poultry farmers and food systems worldwide, as well as dairy producers in the U.S., Zoetis has responded with science—bringing forward new vaccines to help protect against Highly Pathogenic Avian Influenza (HPAI). These vaccines mark a critical milestone in safeguarding animal health, food security and livelihoods.

Across geographies and species, we're expanding access and accelerating breakthroughs. Through our A.L.P.H.A. Plus initiative, we are strengthening animal health systems in emerging markets—my recent visit to Kenya brought this work to life in deeply meaningful ways. It was a powerful reminder that advancing animal health is inseparable from protecting human well-being and preserving the ecosystems we share.

Protecting our Planet

With the urgent need to address climate change, Zoetis continues on its journey toward carbon neutrality in our own operations. By the end of 2024, we successfully reduced our emissions by more than

a third of what they were in 2021, even amidst continued growth in our business. What's more, over 80% of our global electricity now comes from renewable sources—including 15 manufacturing sites and major offices in Belgium and Ireland that operate solely on renewable electricity. Our Rutherford site in Australia is now the eighth Zoetis location to generate a portion of its power through on-site solar energy.

We also advanced sustainable packaging across our operations. In Europe, we introduced recycled paper packaging for our Protivity® cattle vaccine, maintaining product safety while using less new raw materials. In Spain, we replaced single-use with reusable pallets and transitioned from air to sea freight, cutting waste and lowering emissions through smarter logistics.

These efforts reflect more than milestones. They demonstrate our core belief to always do the right thing. At Zoetis, sustainability remains embedded in who we are and how we lead. As we look to the future, we remain energized by the possibilities ahead and the belief that by caring deeply for animals, people and the planet, we can shape a more sustainable and compassionate world.

Thank you for joining us on this journey.

Kristin Peck

Chief Executive Officer
Zoetis

Driven to Care Strategy



Our sustainability strategy, Driven to Care, builds on our purpose to nurture our world and humankind by advancing care for animals and formalizes our commitment to Communities, Animals and the Planet. Driven to Care emphasizes purposeful partnerships with our customers and stakeholders to address pressing sustainability challenges, recognizing the interconnectedness of people, animals and the environment. Guided by our aspirations, this strategy supports 10 of the 17 United Nations Sustainable Development Goals (UN SDGs).

UN SDGs



See our **aspirations and progress** for more information.

About This Report

This is our fifth year of reporting our progress toward our Driven to Care strategy. We also report in line with the Sustainability Accounting Standards Board (SASB) standards, the Task Force on Climate-related Financial Disclosures (TCFD) framework and the UN SDGs, and respond to the CDP Climate Change and Water Security questionnaires.

The content in this report reflects the 2024 calendar year unless otherwise noted. Select case studies and programs feature information from 2025 up to the time of this report's publication. Please see the **Disclosures** section for important additional information regarding this report.

In 2020, we conducted a materiality assessment to inform our Driven to Care strategy. Additional information about the assessment and the results can be found on page 15 of our **2020 Sustainability Report**. As we prepare for various regulatory disclosure requirements, we are conducting a double materiality assessment to evaluate impact materiality and financial materiality.



About our Company

Our vision is to be the most trusted and valued animal health company, shaping the future of animal care through our innovation, customer obsession and purpose-driven colleagues.

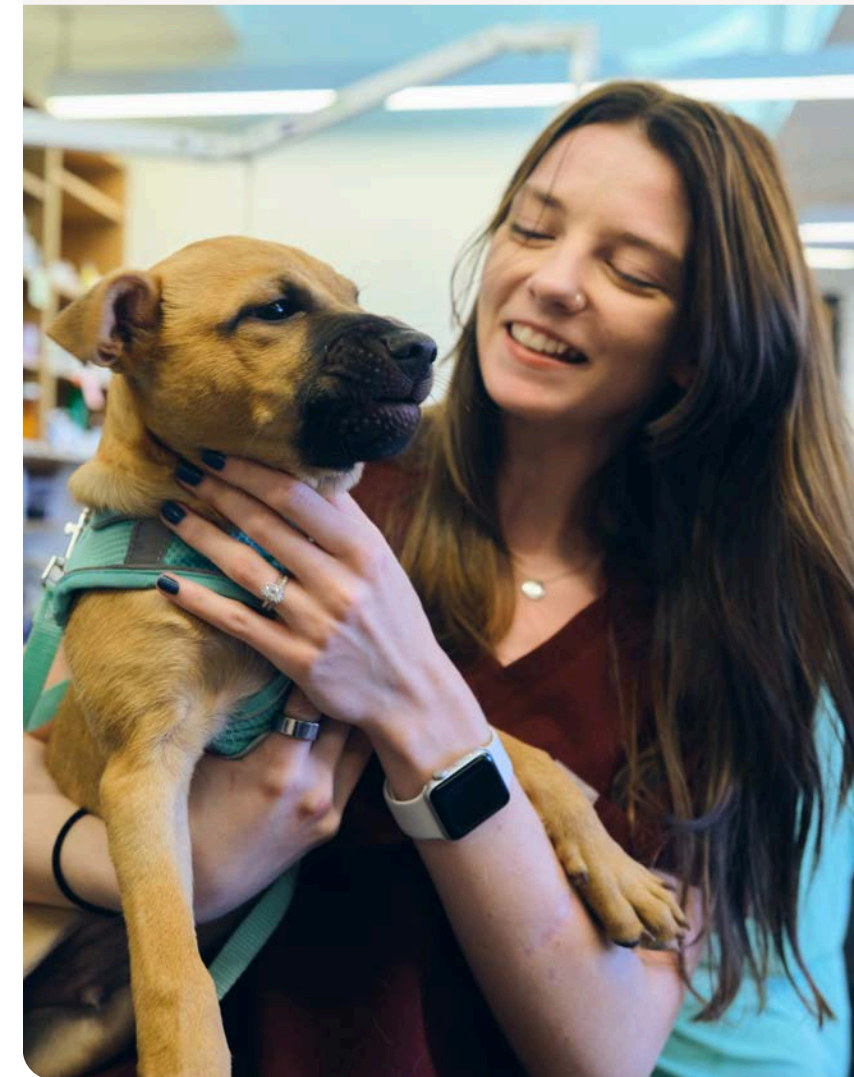
For over 70 years, Zoetis has supported those who raise and care for animals—from veterinary clinics and homes to farms and ranches. We care deeply about helping pets live longer, healthier lives, and improving the health, welfare and productivity of livestock.

Our leading portfolio and pipeline of medicines, vaccines, diagnostics and technologies make a difference in over 100 countries. We apply our research and development (R&D), manufacturing and technical expertise to create new and better animal health advancements that address the challenges our customers face every day.



Our Purpose

To nurture our world and humankind by advancing care for animals.



Our Core Beliefs

Our Core Beliefs are part of the promise we make to our customers, investors and partners, and to each other as members of our One Zoetis team.

**Our colleagues
make the difference**

**Always do
the right thing**

Customer obsessed

Run it like you own it

We are one Zoetis



Read **Our Story** for more information about what we do and how.

Zoetis at a Glance¹

8

core species supported by Zoetis—dogs, cats and horses (collectively, companion animals) and cattle, swine, poultry, fish and sheep (collectively, livestock)

13,800

total number of colleagues

22

global manufacturing sites operated by us—all dedicated to delivering a reliable supply of quality products

1,600

approximate number of R&D colleagues

100+

countries where our products are sold

4,050

approximate number of sales organization colleagues (includes sales representatives and veterinary technical representatives)

300

approximate number of comprehensive product lines

7

major product categories—parasiticides, vaccines, dermatology, anti-infectives, pain and sedation, other pharmaceutical products and animal health diagnostics

\$9.3B

revenue in 2024

\$686M

R&D investment (expense) in 2024

¹ Data and information are as of and for the year ended December 31, 2024.



Honors and Recognition

When a company is Driven to Care, it shows. We received several recognitions for our efforts to demonstrate care for our communities, for animals and for the planet.

2024 CATALYST AWARD
WINNER



See Revenue by Species and Product Category in our **2024 Annual Report**.



Read about our awards and accolades **[here](#)**.

COMMUNITIES

Care and Collaboration

We support and partner with our colleagues, communities and the people who care for animals. We achieve more by working together toward our common goals.

Our Aspirations	Targets	2024 Progress	Status
Create a sustainable governance framework	Integrate sustainability into our strategic planning and resource allocation process	<ul style="list-style-type: none">Continued incorporation of sustainability goals in our key business functions.Our Executive Team members continue to have shared and individual objectives under our annual incentive plan organized around our six strategic priorities, one of which is: Advance Sustainability in Animal Health for a Better Future. Please see our 2025 proxy statement for additional information regarding these goals.	✓
	Establish an effective approach to external sustainability disclosures	<ul style="list-style-type: none">Continued to report in line with best practice sustainability frameworks.Engaged with stakeholders to advance our program and disclosures.Developed working groups and processes to meet evolving regulatory disclosure requirements and enhanced processes to streamline and centralize reporting.	✓
Support our communities	Contribute 2,500 volunteer days (20,000 hours) annually in the communities we serve	<ul style="list-style-type: none">20,404 hours of volunteer time reported by our colleagues, 102% of our stated goal. This is a 23% increase from hours reported in 2023.	✓
Support veterinary professionals	Provide at least \$1 million in scholarships to veterinary students annually	<ul style="list-style-type: none">The Zoetis Foundation provided grants of \$3.5 million in 2024, for scholarships to support nearly 500 students.	✓
	Provide access to professional programs for veterinarians in the countries where we have a presence	<ul style="list-style-type: none">Zoetis continued to invest in professional programs in 100% of our markets where we have a physical presence, through Zoetis-led programs and through partnerships with external organizations.	✓
Expand vet care access to populations in need	Annually report on the number of pet owners reached through community programs and in-kind contributions	<ul style="list-style-type: none">Zoetis' efforts impacted approximately 322,000 pet owners in need.	✓
Provide animal care in disaster relief	Annually report on the number of pet owners reached through community programs and in-kind contributions	<ul style="list-style-type: none">Zoetis' efforts impacted approximately 428,000 animals affected by disasters.	✓



On track



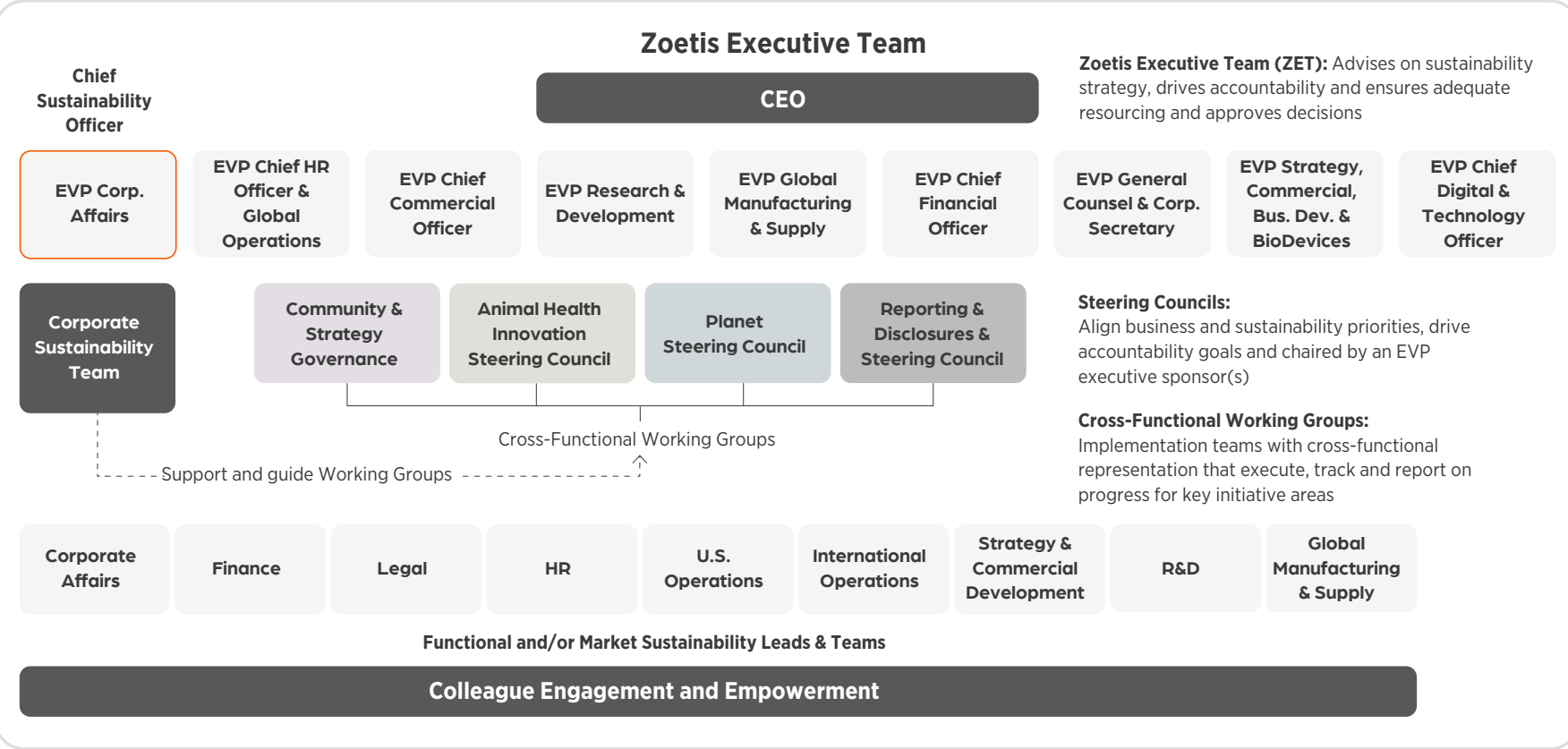
Not on track, but mitigation measures are in place



Not on track

Sustainability Program Governance

Our Driven to Care strategy is rooted in our purpose, and the only way we can be successful in achieving our aspirations is through the unwavering commitment of every colleague, our Executive Team and CEO, and our Board of Directors.



Caring for our Colleagues

What Drives Us

At Zoetis, our purpose drives everything we do. As a global leader in animal health, our success starts with passionate colleagues who strengthen our purpose and drive innovation. We are committed to fostering a supportive, inclusive workplace where every colleague can thrive.

Our culture is built on our Core Beliefs, which define our commitment to customers, investors, partners and each other as the One Zoetis community. These beliefs have made us an employer of choice in animal health and guide our vision to be the most trusted and valued company in the industry.



Engaging, Developing and Supporting our Colleagues

Colleague Engagement & Culture

With our Core Beliefs as our anchor, we strive to foster a culture where colleagues feel valued and supported, knowing that engagement and inclusion strengthen our innovation, collaboration and relationships. Our colleagues make the difference, and their differences make us stronger. We believe inclusion enables us to foster meaningful connections as we prioritize respect for differences and empathy for everyone's unique experience and perspective.

Our focus on colleagues helps us attract and retain a high-performing workforce, with engagement measured annually through our colleague survey. This survey assesses key drivers of organizational performance, including strategy, leadership, workplace climate, inclusion and belonging, Core Beliefs, and organizational systems. Insights from the results shape business priorities, guide functional and people-manager action plans, and identify any gaps to enhance our talent acquisition and retention efforts. During 2024, our colleague engagement rate was 86%.

Developing our Talent

At Zoetis, we nurture and develop the talent we have to meet our organizational needs. As we continue to innovate and evolve the priorities for our business, helping our colleagues develop and grow remains our strategic priority. We support our colleagues through annual talent reviews, development and leadership training, and mentorship and coaching.

A Coaching Culture

In 2024, we expanded our offering of individualized coaching to leaders who go above and beyond to support our culture at Zoetis. In partnership with EZRA, Zoetis is providing uniquely designed coaching programs based on development needs to help leaders navigate challenges, recharge and develop innovative solutions. The coaching programs have proven to be a transformative resource for Zoetis leaders, helping them strengthen their skills, cultivate resilience and grow with confidence. Offered in 26 countries and 19 languages, the program has received outstanding feedback. From fostering self-awareness to unlocking blind spots and building resilience in times of change, EZRA coaching is empowering our leaders to drive success—both for themselves and for Zoetis as a whole.

Comprehensive Benefits to Support our Colleagues

In 2023, we introduced the publicly available website www.zoetisbenefits.com to enhance the benefits experience for our U.S.-based colleagues, their families and Zoetis candidates by providing comprehensive access to our benefits information. This platform includes details on paid parental leave; family benefits; healthcare coverage; emotional, financial and physical well-being; and more.

Paid Internship Program

The Zoetis Summer Internship Program provides students with hands-on experience in animal health within our award-winning, collaborative culture, grounded in our Core Beliefs. Interns contribute across various business functions, including R&D, Manufacturing and Supply, Commercial Operations, Technology and Digitalization, and Corporate Functions, including Sustainability.



Colleague Resource Groups

Zoetis has Colleague Resource Groups (CRGs), which are open to all colleagues, spread awareness, foster inclusivity and make a positive impact on our business and communities. More on our CRGs can be found [here](#).

Members of our ZVETS CRG are shown here proudly supporting the Valor Service Dogs program in the Tampa Bay, FL, area. Valor Service Dogs is a nonprofit organization that trains and provides mobility assistance and PTSD service dogs to wounded post-9/11 veterans and first responders, helping them regain independence and reintegrate into civilian life.



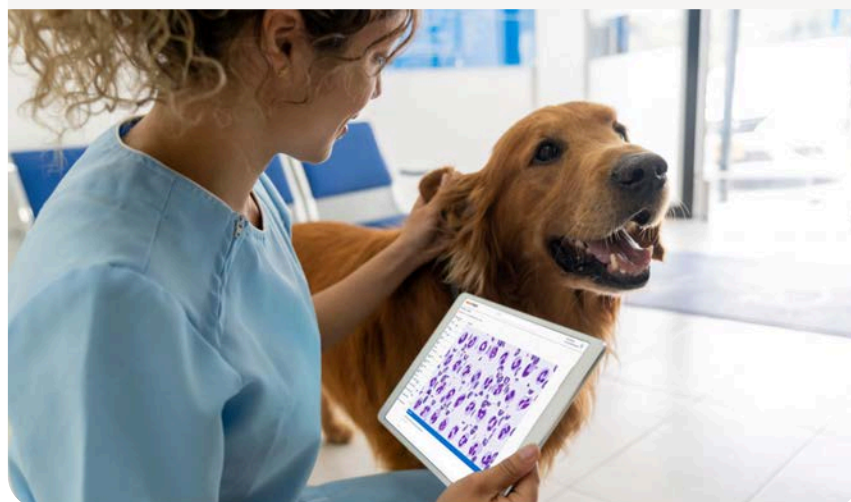
Philosophy on Pay Equity

We are committed to maintaining an inclusive environment where every colleague can thrive. For years, Zoetis has been focused on ensuring that our pay practices and processes include safeguards to ensure that salaries established when colleagues are hired, promoted or awarded annual salary increases consider relevant factors such as experience, qualifications, performance and applicable market data to seek pay equity across our colleagues. For more information see our [2025 proxy statement](#).

Health and Safety

At Zoetis, our Global Environmental Health and Safety (EHS) Policy Standards ensure that we have a best-in-class safety culture for our colleagues. These standards define EHS performance requirements, procedures and practices for each site, and help identify risks and preventative measures. We prioritize our colleagues' safety by conducting health and safety training, leadership process confirmation and injury prevention programs, and corporate audits and floor-level inspections. When injuries do occur, our procedures emphasize the need to investigate the cause, implement action plans and mitigate potential recurrence.

We've cultivated a strong EHS culture and mindset of "Home Safe, Every Day." Through our FOCUS program, we drive initiatives such as culture training, leadership involvement, process confirmation and colleague recognition. Our colleagues are trained to identify EHS risks, unsafe behaviors and positive observations. Additionally, we established a global reporting process to address concerns and collect leading indicators to support continual improvement.

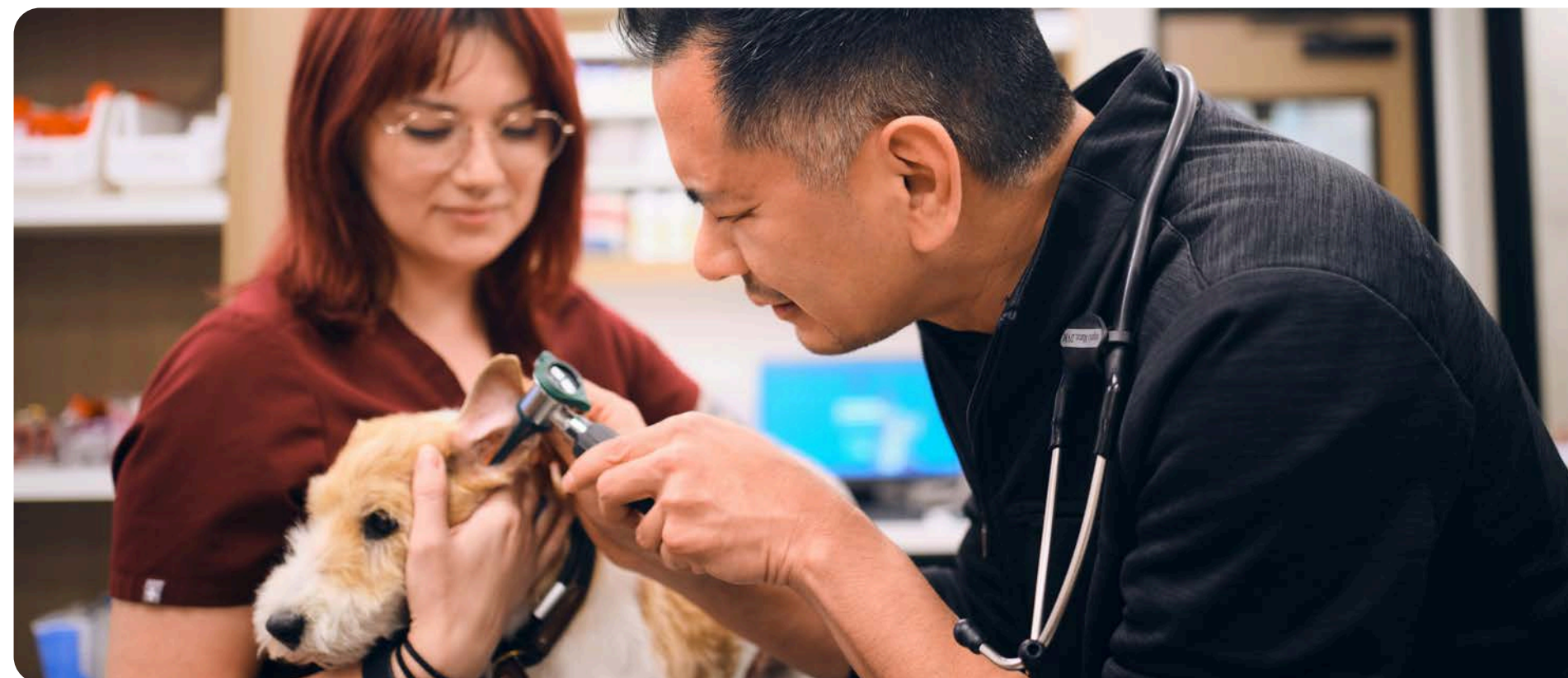


In the United States, Zoetis participates in the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Programs (VPP), an initiative that recognizes workplaces with comprehensive safety and health management systems. This program highlights our commitment to leadership, continuous improvement, employee engagement, hazard identification and control, and worksite analysis and training. Applicants undergo rigorous on-site evaluation against the program's performance-based criteria, with those demonstrating exemplary performance receiving the Star recognition.

We also incorporate OSHA's VPP criteria into our internal health and safety management evaluation program, Zoetis Health and Safety (H&S) Star program, extending the principles of the OSHA VPP

to our international sites. Zoetis is proud to have a combined nine VPP and Zoetis Star sites. We plan to expand this program throughout 2025 and beyond. In addition, our Catania, Italy, site has an ISO 45001:2018 Occupational Health and Safety Management Systems certification.

Our commitment to creating safe work environments extends to all who work at our facilities, including contractors. The Zoetis Contractor and Service Provider EHS program outlines requirements to ensure qualified and safe contractors are selected to work at our facilities. The program specifies EHS work practices and capital project EHS management requirements, ensuring a safe and compliant working environment.




Caring for our Communities

What Drives Us

Our corporate community efforts focus on initiatives that support veterinary professionals through continuing education as well as initiatives that support animals and their owners by providing expanded access to veterinary care and disaster relief. The Zoetis Foundation advances opportunities for veterinarians and farmers through education resources, well-being support and livelihood initiatives.

\$8.9 million
invested in communities through Zoetis Inc. corporate giving in 2024

\$11.3 million
distributed through Zoetis Foundation grants in 2024

 Learn more about the [Zoetis Foundation](#).

Zoetis Foundation

The Zoetis Foundation builds on Zoetis’ purpose by advancing opportunities for veterinarians and farmers around the globe through three grant-making priorities: education, well-being and livelihoods. The Foundation is committed to disbursing \$35 million in grants from its inception through the end of 2025 in support of these priorities, as well as humanitarian aid and matching Zoetis colleagues’ gifts.

Progress toward the Foundation's \$35 million goal by the end of 2025



Foundation Impact

	Total grants disbursed (\$ million)	Approximate number of scholarships awarded	Number of countries impacted	Number of grant initiatives executed
2024 Grants	\$11.3	nearly 500	54	29
Grants to Date (2021-2024)	\$26.2	1,800+	70	86



A \$3 million grant to the **American Red Cross** supports global disaster relief and community resilience over a six-year period (2024-2030) through the Annual Disaster Giving Program.



A grant to **Not One More Vet** supports crisis resources and wellness programs to improve mental health, provide financial aid and foster community support within the veterinary profession.



Credit: Camila Islas

A grant to **The Nature Conservancy** supports farmer livelihoods in Brazil’s Cerrado region by funding training programs to improve pasture restoration, drought resilience and sustainable agriculture practices.

Supporting our Communities Through Volunteering

At Zoetis, our colleagues are committed to making a positive impact for animals, their caregivers and our communities. Zoetis provides **paid time off** for colleagues to volunteer their time helping nonprofit organizations and communities in need. Through the Zoetis Foundation, we support a **U.S. Matching Gifts** program and a U.S. Dollars for Doers program. We also host an annual Purpose Month, designed to inspire and facilitate collaborative and collective action among colleagues through giving back to our local communities.

Colleagues Giving Back



• We celebrated Purpose Month with a special event at Zoetis headquarters where our Executive Team joined Parsippany, NJ, colleagues and the American Red Cross in assembling 275 comfort kits for service members. Durham, NC, and Malvern, PA, sites also joined in on this effort.



• Colleagues in the U.K. volunteered at the Celia Cross Greyhound Trust, supporting the rescue and rehabilitation of abandoned and mistreated dogs through hands-on tasks like cleaning, grooming and running loads of laundry.



• Our West Coast Petcare team participated in a beach cleanup in Coronado, San Diego, CA blending team building with a shared commitment to making a difference in their local community.

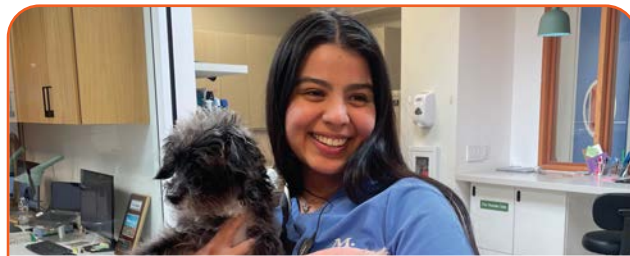
Supporting Veterinary Professionals

Limited access to trained veterinarians and veterinary technicians remains a challenge, especially in regions where pet ownership and modern livestock farming are expanding. The Zoetis Foundation funds education initiatives to address this gap, supporting the veterinary profession with grants for scholarships and debt relief programs. By funding these initiatives, the Foundation helps build a stronger veterinary workforce and improve access to high-quality care for both pet owners and livestock farmers.



Learn more about education-focused initiatives that the Zoetis Foundation is funding [here](#).

Scholarships funded by grants from the Zoetis Foundation in 2024:



In its third year, the **Zoetis Foundation/American Veterinary Medical Foundation (AVMF) Veterinary Technician Student Scholarship** supported over 150 aspiring veterinary technicians with \$2,000 scholarships. Established through a grant to AVMF, this initiative highlights the vital role of veterinary technicians in our profession, helping to ease student debt for a new generation of veterinary professionals.



Through a grant to The Foundation for the Horse, the Zoetis Foundation funded ten \$10,000 scholarships for veterinary students pursuing careers in equine practice, supporting the future of equine care. The scholarships were awarded at the American Association of Equine Practitioners (AAEP) Annual Convention, where our Equine team presented the awards to scholarship recipients.



Through a grant to the American Association of Bovine Practitioners (AABP) Foundation, the Zoetis Foundation funded sixteen \$7,500 scholarships to support veterinary students specializing in bovine practice. The program provides financial assistance to outstanding veterinary students enrolled in an accredited institution.

In addition to the Zoetis Foundation's grant making activities, Zoetis is also committed to supporting veterinary professionals. REVAMP is an industry-wide coalition dedicated to fostering the veterinary profession, where every team member finds purpose, fulfillment and support in three critical areas: team utilization, a workplace culture of teamwork and technology. Zoetis is proud to be a part of this collaboration. We all recognize challenges within the veterinary profession, and we are putting our heads together to find real solutions to make a positive impact within the profession. Learn more [here](#).

Expanding Access to Veterinary Care and Providing Disaster Relief

As the world's leading animal health company, we are dedicated to expanding veterinary care access to populations and communities in need—from routine wellness checks to full veterinary services. To help ensure our efforts meet the needs of local communities, we empower our colleagues from local teams to coordinate support in ways that best fit their market.

With natural disasters becoming more frequent and severe—often affecting communities already facing poverty and limited resources—support for animals and their caregivers in times of crisis is more critical than ever. Through established community-based initiatives, we can respond quickly and provide vital support when disasters occur.

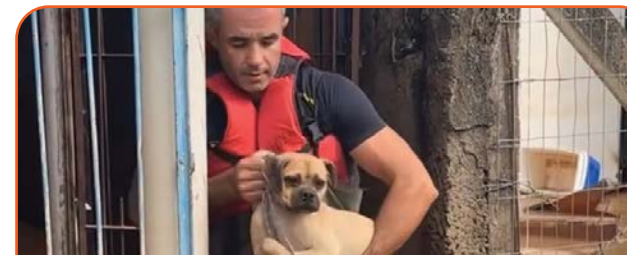
Zoetis Community Impact Efforts



Through an exclusive pet health partnership with Adopt a Pet, the U.S. Petcare team awarded 40 pet welfare organizations with the 2024 Zoetis petcare product grants, providing vaccines, preventatives and antibiotics to support shelter pets and their future owners. Among the 2024 grant recipients was Loudoun County Animal Services, an organization that supports animals in Leesburg, Virginia, facilitating their placement into permanent homes.



Zoetis New Zealand has long supported Blind Low Vision NZ, a program that breeds, raises and trains puppies to serve as guide dogs for people with vision loss. Zoetis contributed vaccines for the guide dogs—ranging from puppies to retirees—and provided discounted essential parasiticides to support working guide dogs and their owners.



After severe flooding in Rio Grande do Sul, a state in southern Brazil that received over 25 inches of rain in the month of May alone, Zoetis contributed essential medicines and partnered with local veterinarians, distributors and customers to provide critical care for affected dogs, cats and livestock.



Hurricanes Helene and Milton caused significant destruction in the southeastern United States. In the wake of these storms, Zoetis contributed products to treat animals and replace damaged supplies for companion animal, equine and livestock customers—supporting their animals, businesses and communities when they needed it most.

ANIMALS

Innovation in Animal Health

Some of humanity's greatest challenges continue to emerge at the intersection of human, animal, environmental and economic health. By enhancing the health and welfare of animals, we contribute to thriving communities and ecosystems through deepening bonds with our pets, protecting wildlife, and strengthening farmer livelihoods and global food security.

Our Aspirations	Targets	2024 Progress	Status
Provide products and services that enable productive and sustainable livestock farms that preserve animal welfare	Innovate to create and drive adoption of key sustainable animal health solutions	<ul style="list-style-type: none"> Collaborated across the value chain to develop data to support adoption of sustainable animal health and genomics solutions. 	✓
	Equip our customers with innovative products to support their ambitious environmental, social and animal welfare goals	<ul style="list-style-type: none"> Launched new solutions to support healthy, sustainable livestock farming and expanded franchises. 	✓
Promote a preventive approach to animal health with positive implications on human health	Promote responsible use of antibiotics through technical education, introducing antibiotic alternatives, and developing diagnostic and digital tools	<ul style="list-style-type: none"> Joined cross-industry collaborative groups to develop and promote best-practice antimicrobial stewardship. 	✓
	Innovate around antimicrobial resistance to reduce the dependency on antibiotic classes shared with human health	<ul style="list-style-type: none"> Launched a new diagnostic product and invested in research to better target treatment against common livestock diseases. 	✓
Grow access to vet care in emerging markets	Through our A.L.P.H.A. and A.L.P.H.A. Plus initiatives with focus in Africa, by the end of 2025 we will: <ul style="list-style-type: none"> Train 100,000 farmers, vet professionals and lab technicians 	<ul style="list-style-type: none"> Delivered 75,766 trainings to farmers, veterinarians, para-veterinarians, distributors and lab technicians.¹ 	🕒
	<ul style="list-style-type: none"> Treat 10 million cows, with positive implications on smallholder livelihoods, food security and the environment 	<ul style="list-style-type: none"> Treated 16.7 million cows, exceeded goal by 67%.^{2,3} 	✓
	<ul style="list-style-type: none"> Treat 200 million chickens, with positive implications on smallholder livelihoods, food security and the environment 	<ul style="list-style-type: none"> Treated 354.9 million chickens, exceeded goal by 77%.^{2,4} 	✓
Combat diseases that pose the greatest risk to animals and humans	Leverage the Zoetis Center for Transboundary and Emerging Diseases to develop vaccines for high-impact emerging diseases globally: <ul style="list-style-type: none"> Invest in R&D on emerging infectious diseases 	<ul style="list-style-type: none"> Progressed research and development of vaccines targeting HPAI H5N1. 	✓
	<ul style="list-style-type: none"> Provide our innovative vaccines to relevant markets via tenders or other go-to-market pathways 	<ul style="list-style-type: none"> Supported endangered species protection programs. Collaborated to support One Health initiatives. 	✓

✓ On track

🕒 Not on track, but mitigation measures are in place

✗ Not on track

¹ Progress shown is from 2019 through November 2024. Numbers reflect training attendance and may not represent unique individuals.

² Progress shown is from 2020 through November 2024.

³ Assumes that each cow received at least two doses (treatment and prevention).

⁴ Assumes that each chicken received at least five doses (treatment and prevention).

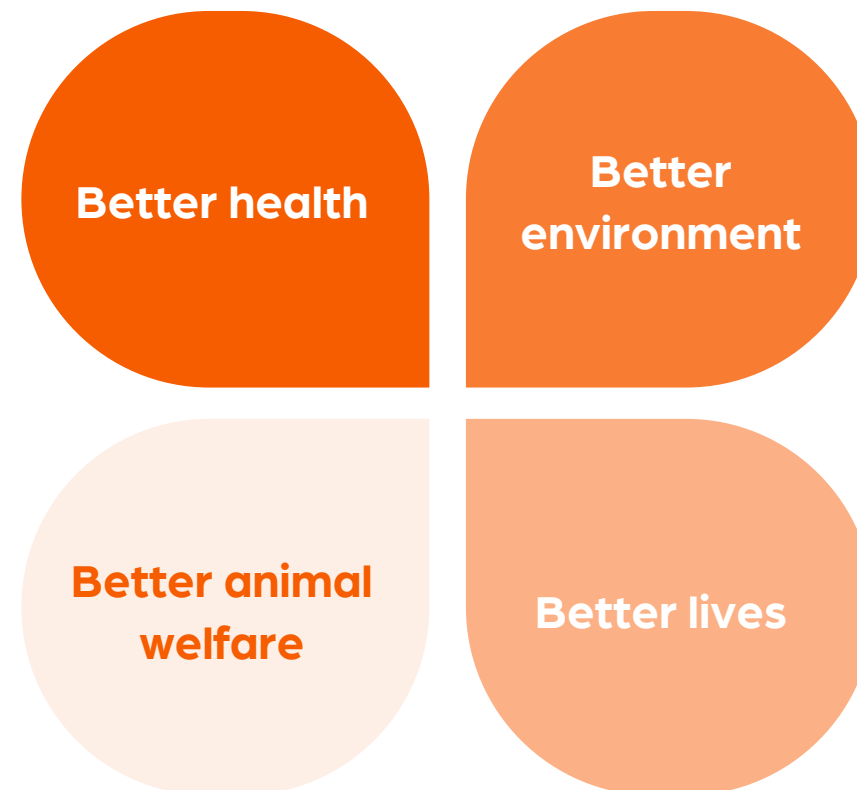
Innovating for Sustainable Solutions

Better Future Framework

Our Better Future Framework aligns with the UN SDGs to highlight the essential role of livestock in food security, human health and conservation efforts, positioning sustainable and efficient livestock production as an environmental solution.

We incorporate key environmental, social and economic considerations into our new product evaluation process and are focused on driving positive outcomes through the Framework's four interconnected key benefit areas: better animal welfare, better health, better environment and better lives. For additional information, see our [2023 Sustainability Report](#).

As we continue to understand the incentives and drivers for the adoption of sustainable solutions through the lens of our global customers, we will enhance our innovation prioritization process to ensure we consistently meet our customers' needs. We'll also evaluate the sustainability attributes of our current and pipeline products against this framework and include this evaluation in our investment decision-making.



Innovations for a Better Future

In 2024, we brought innovative solutions to more markets and introduced new tools to better support our customers:

- **Expanding Valcor™ to Brazil:** Helping cattle producers fight resistant parasites that threaten productivity and increase the environmental impact of cattle farming.
- **Advancing disease prediction in salmon:** Our data scientists collaborated with PHARMAQ Analytiq researchers to create an AI-powered pancreas disease outbreak prediction model for Norwegian salmon farms. Pancreas disease reduces growth and increases mortality, causing significant financial challenges for salmon farmers.
- **Expanding Draxxin® KP to Japan:** A new combination product that treats bovine respiratory disease (BRD) and also controls related fever (pyrexia).
- **Introducing Vetscan™ OptiCell:** The first cartridge-based, AI-powered hematology analyzer for veterinary care, this point-of-care diagnostic tool provides complete blood count (CBC) analysis for accurate insights in minutes.



Advancing Sustainable Agriculture Through Strategic Collaborations and Partnerships

We believe that solving complex problems requires strategic collaborations that leverage the combined expertise, passion and perspectives we and our customers share. We proactively seek partnerships to drive meaningful change in alignment with UN SDG 17: Partnerships for the Goals. In 2024, we announced two new collaborations:

- **Strategic Partnership with Danone—Pioneering Sustainable Innovation in Dairy Farming Using the Power of Genetics**: Combining Danone’s commitment to environmental stewardship with Zoetis’ expertise in animal genetics, the global partnership aims to innovate the dairy industry’s approach to breeding for sustainability. The focus is on integrating sustainable practices into dairy genetics and selection, emphasizing animal well-being, reducing environmental impact and promoting long-term resilience in dairy farming.
- **Collaboration with AgNext—Advancing Science and Discovery in the Cattle Industry**: This collaboration strives to close data gaps related to technology and management practices that improve livestock production efficiency, enhance animal well-being and meet the evolving sustainability needs of the cattle industry.



Animal Care and Welfare

Animal-based research in the pharmaceutical industry remains critical to the discovery, evaluation and regulatory processes that lead to the development and registration of products that save or improve animal lives throughout the world. We are committed to the development and use of scientifically validated alternative testing methods deemed acceptable to regulatory authorities that do not compromise patient or user safety or the effectiveness of our medicines. We ensure that all use of animals globally is reviewed for scientific merit, considers the 3R’s—Replacement, Reduction and Refinement—and is conducted in an ethical way in accordance with our **Policy on Animal Care and Welfare**.



For more information about our collaborations for sustainable agriculture, see **Collaborations and Partnerships**.

Read more about our commitment to animal care and welfare **here**.



Antimicrobial Stewardship

We advocate for a One Health approach to the responsible use of antibiotics, understanding that healthy animals help reduce the risk of zoonotic infectious diseases that can pass between animals and people. Our vision is a world where veterinary antibiotics are used responsibly under the supervision of a veterinarian, where they maintain their value as a therapeutic tool. Veterinary professionals should be involved in all decisions about the use of antibiotic medicines in animals to protect animal and human health, to ensure a safe food supply and to reduce the risk of antimicrobial resistance. Our commitment to responsible antibiotic use in animals includes:

- Advocating for the health of animals and veterinary involvement
- Innovating with a focus on disease prevention
- Collaborating across our value chain

As part of our commitment to responsibly using antibiotics in animals, we do not sell antibiotics classified by the U.S. Food and Drug Administration (FDA) as medically important to human health, for growth promotion in animals anywhere in the world. This policy has been in place since 2006 in the EU, 2017 in the United States and 2020 across the remaining markets where we operate.

A Focus on Prevention

Our programs and innovations help our customers prevent disease—such as vaccines targeting viral and bacterial pathogens—minimizing the need for antibiotic treatments. While prevention is the goal, we recognize that disease can still occur. Our innovation strategy includes seeking new classes of antibiotics for veterinary use only and exploring novel, non-antibiotic, anti-infective solutions. Alongside these solutions, we're also exploring additional diagnostics, immunomodulators and other pathways as well as precision animal health tools. By leveraging digital technologies and data analytics, we help our customers make earlier, more informed healthcare decisions.

According to the World Organisation for Animal Health (WOAH), animal antibiotic use has significantly decreased since 2015, and surveillance systems have found that antimicrobial resistance rates in animals are low or even declining. This demonstrates the success of a cross-value chain collaboration to prevent, detect and treat bacterial disease judiciously.²

In 2024, we supported our customers with new scientific studies to help them make timely decisions on bacterial disease management:

- **Dairy cattle:** A study on the Vetscan™ Rapid Mastigram+ test found that diagnostic testing not only reduces antimicrobial use but also increases profitability while maintaining welfare and food safety. Mastigram+™ delivers the highest return on investment of any test due to its accuracy and fast results.³

² <https://www.woah.org/app/uploads/2024/10/towards-a-healthier-future-for-all-amr-progress-report-en.pdf>

³ [https://www.journalofdairyscience.org/article/S0022-0302\(24\)00932-9/pdf](https://www.journalofdairyscience.org/article/S0022-0302(24)00932-9/pdf)

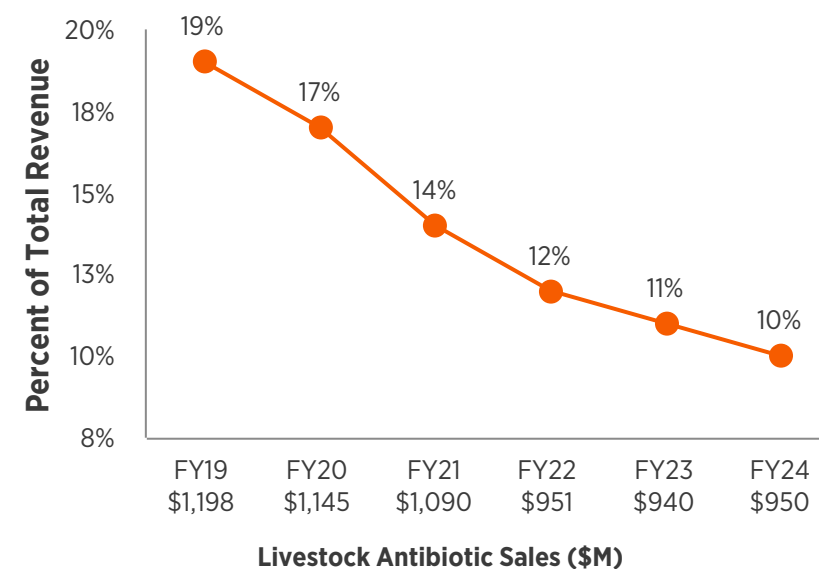
- **Poultry:** A December 2023 study found that vaccinating broiler chickens using Poulvac® ST reduced Salmonella prevalence in chicken meat at processing, including Salmonella Typhimurium and Salmonella Infantis, two main chicken serotypes of human health concern.

Divested MFAs and Focusing on Alternatives to Antibiotics

In 2024, Zoetis divested its portfolio of medicated feed additives (MFA), certain water-soluble products and related assets. This move aligns with our disciplined capital allocation strategy, allowing us to focus investments on vaccines, biologics and genetic programs that drive animal health, productivity and sustainability.

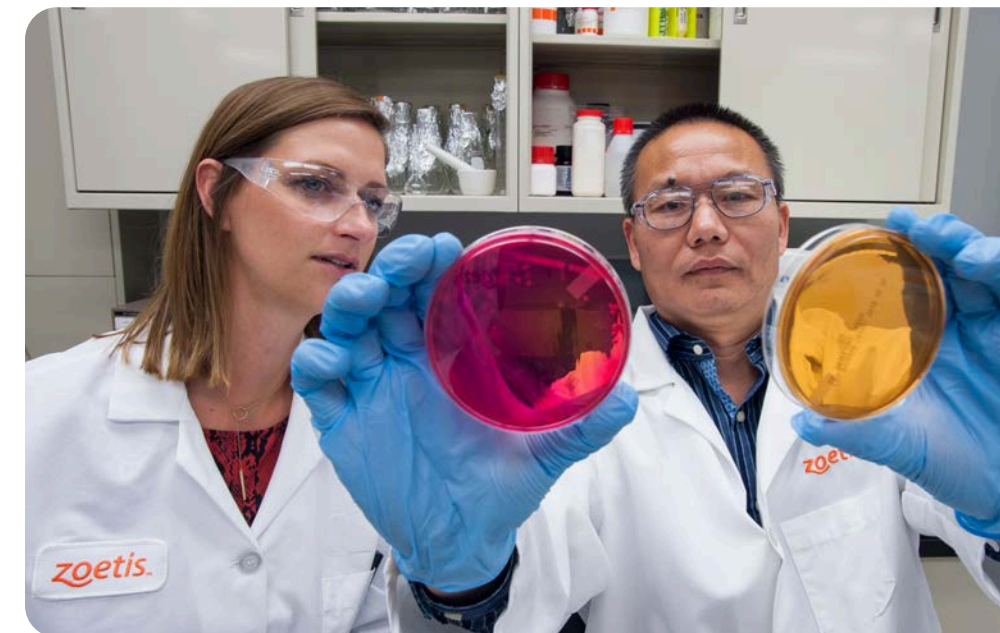
As a result of this divestiture, we anticipate that our total revenues attributable to antibacterials for livestock will decrease. Zoetis remains committed to bringing innovation focused on disease prevention, to reduce the need to use antibiotics, and supporting our customers with responsible use education.

Livestock Antibiotic Sales as a Percent of Total Revenue



Collaborations and Partnerships

We collaborate in a One Health approach, working with leaders from the veterinary and human health professions, food industry and public health sector, to advance the responsible use of antibiotics and preserve animal health and welfare. In 2024, we joined the **National Institute on Antimicrobial Resistance Research and Education (NIAMRRE)**, helping support and guide research and education being conducted on antimicrobials in the United States. Other One Health partnerships can be found on our [collaborations and partnerships document](#).



For additional information, see our [Position on Responsible Use of Antibiotics in Animals](#).

Access to Veterinary Care in Emerging Markets

We support customers in underserved rural communities working to predict, prevent, detect and treat illness in animals and address their unmet medical needs. Through these efforts, we are increasing access to preventive tools and facilitating early detection of disease, reducing the need for antimicrobials in livestock.

Our work to improve livestock health and positively impact farmer livelihoods in Sub-Saharan Africa (SSA) began in 2017 with our African Livestock Productivity and Health Advancement (A.L.P.H.A.) initiative, co-funded by the Bill & Melinda Gates Foundation (BMGF). This initiative concluded in August 2022, and in 2023, with continued support from the BMGF, we launched a new initiative that scaled up our initial efforts. The new, five-year A.L.P.H.A. Plus program expands its reach to more countries in SSA and a wider range of livestock and aquaculture. Through the program, we aim to drive progress in three priority areas:

- Increasing access to an expanded portfolio of quality veterinary medicines, vaccines and services
- Expanding sustainable diagnostic services, with data-driven decision-making
- Scaling last-mile service delivery network

Access to an Expanded Portfolio

By the end of 2024, 145 of our newly submitted products received full regulatory approval for commercialization in 11 countries. Additionally, 17 new product registrations were submitted in A.L.P.H.A. Plus SSA countries, along with 11 products for reinstatement. These efforts will result in expanded regional access to quality products.

Sustainable Diagnostic Services

Through A.L.P.H.A., we have funded the development of 16 partner veterinary diagnostic labs to date to support farmers and veterinarians in controlling livestock productivity diseases. We are currently collaborating with nine of these partners to strengthen laboratory capacity-building efforts. Through A.L.P.H.A. Plus, we initiated eight new partnerships in 2024, six of which are currently in development. This progress is in line with our diagnostic network expansion goal to help further guide responsible use of veterinary products.

Training and Education

Training and education are instrumental to our strategy in SSA, helping empower communities to improve livestock health and welfare and ensuring that veterinary medicines are effective through correct storage and administration. Training courses have been tailored to address knowledge gaps identified by regional surveys to ensure maximum relevance to stakeholders and increase participation. We offer 34 livestock courses through the Zoetis Learning Academy, an e-learning platform that provides targeted training across the continuum of animal healthcare, helping distributors, veterinarians and paraprofessionals enhance their skills and drive sustainable growth.



■ Initial A.L.P.H.A. Countries

■ A.L.P.H.A. Plus Expansion

Combating Diseases

A One Health approach recognizes that the health of animals, humans and the environment is interdependent. As part of our commitment to a healthier, more sustainable future, our scientists are using their expertise to combat diseases that pose the greatest risk to animals and humans. Through our **Center for Transboundary and Emerging Diseases (CTED)**, Zoetis conducts veterinary biosurveillance on approximately 200 transboundary and emerging diseases (TEDs), many of which are identified by the World Health Organization (WHO) as zoonotic.⁴

Our scientists mobilize resources from across the company and work in close collaboration with academic scientists, veterinarians, government and health organizations, and livestock agricultural communities to develop solutions to help rapidly control TEDs. Through these efforts, we have developed or supported vaccines for high-impact animal diseases around the world, such as avian influenza, bluetongue virus, canine influenza, rabies, Lyme disease, West Nile virus, avian pneumovirus and SARS-CoV-2.



Protecting Endangered Birds in New Zealand

With the global spread of Highly Pathogenic Avian Influenza (HPAI), **Zoetis has collaborated with the New Zealand Department of Conservation and Pacificvet**—market leaders in the supply of vaccines and veterinary immunology products to the poultry industries in New Zealand and the South Pacific—to secure the safety of several endangered bird species native to New Zealand. Together, we pioneered a global trial that was the first comprehensive multi-species avian wildlife HPAI vaccination effort to assess the safety and efficacy of Zoetis' Poulvac® Flufend™ RG. From January to May 2024, we trialed the vaccine in five species—takahē, tūturuatu/shore plover, red-crowned parakeet/kākāriki (as a surrogate for orange-fronted parakeet/kākāriki karaka), kakī/black stilt and kākāpō. Each of these species is listed as endangered or critically endangered on the International Union for Conservation of Nature Red List of Threatened Species and is reliant on captive breeding for its survival.

Highly Pathogenic Avian Influenza

Since the global outbreak began in 2020, HPAI H5N1 has caused the loss of hundreds of millions of poultry through infection or culling, and has infected wild avian and mammalian species. The virus has been found to infect approximately 40 terrestrial mammalian species and approximately 20 aquatic mammalian species. In March 2024, it began infecting dairy cattle in the United States and has also been detected in swine, companion animals and zoological animals. In response, we used our

proprietary HPAI Reverse Genetics System to develop a contemporary vaccine antigen against HPAI (H5N2rg 2022). Our Avian Influenza Vaccine, H5N2 Subtype, Killed Virus labeled for use in chickens, received a conditional license in the United States in February 2025 and in Canada in April 2025. Then in May 2025, we received a U.S. conditional license for our Avian Influenza Vaccine, H5N2 Subtype, Killed Virus labeled for use in lactating cattle. As a solutions provider, Zoetis is engaged in discussions with regulatory agencies regarding potential vaccines to address the impacts of HPAI in markets around the world.

Asian Longhorned Ticks

The Asian longhorned tick, native to East Asia, was first detected in the United States in 2017 on a farm in New Jersey and since has spread to 19 states.⁵ This invasive species poses a significant threat to livestock and companion animals due to its ability to transmit various diseases.⁶ In livestock, the tick can cause severe anemia, reduced weight gain and even death, leading to substantial economic losses.⁶ For companion animals, the risks include potential transmission of pathogens that can cause serious illnesses.⁷ The rapid spread and adaptability of the Asian longhorned tick highlight the urgent need for effective monitoring and control measures to protect animal and human health in the United States. Zoetis is working to develop effective solutions to mitigate the impact of this invasive tick. In January 2025, the FDA approved a new label indication for Simparica Trio® and Simparica® Chewables for the treatment and control of infestations with Haemaphysalis longicornis (Asian longhorned tick) in dogs eight weeks of age and older weighing 2.8 pounds and greater.

⁴ EPI-WIN Digest 2: Operationalizing the One Health approach in countries to improve preparedness for zoonotic diseases, World Health Organization

⁵ <https://www.sciencedaily.com/releases/2020/07/200708110014.htm>






⁶ <https://www.aphis.usda.gov/livestock-poultry-disease/cattle/ticks/asian-longhorned>




⁷ <https://www.newsweek.com/asian-longhorned-ticks-connecticut-invasive-species-1531899>

PLANET

The Drive to Protect our Planet

At Zoetis, we have committed to minimizing our carbon footprint, rethinking our packaging and improving sustainability across our locations. Our dedication is driven by our responsibility to the communities we serve, our colleagues, our customers, the health of animals and those who care for them around the world.

Our Aspirations	Targets	2024 Progress	Status
Minimize our carbon footprint ¹	Become carbon neutral in our own operations by 2030	<ul style="list-style-type: none">36.1% reduction in Scope 1 and 2 emissions.²Completed 28 energy-related carbon reduction projects at our sites in 2024.	
	Source 100% renewable electricity by 2030	<ul style="list-style-type: none">80.6% renewable electricity sourced to date aligned with our RE100 commitment.³On-site solar arrays now installed at eight Zoetis facilities.	
	Rethink business travel and work-from-home policies to reduce transportation-related emissions by 25% by 2025 ⁴	<ul style="list-style-type: none">Reduced colleague transportation-related emissions intensity by 31.6%.	
Rethink our packaging to reduce its environmental impact	Integrate sustainability considerations into all new packaging designs	<ul style="list-style-type: none">Advanced our sustainable packaging strategy through innovative initiatives in product and shipping packaging.	
Improve the sustainability in our locations	Stand-up “Location Sustainability” teams in major sites	<ul style="list-style-type: none">All major manufacturing and two R&D sites have sustainability teams with specific objectives.	

 On track  Not on track, but mitigation measures are in place  Not on track

¹ Our carbon footprint and energy data was updated at the end of 2024 to remove operations that were part of the MFA divestiture.

² Using 2021 as the base year and reported through December 31, 2024. For additional details on our greenhouse gas (GHG) emissions, such as inclusions and exclusions, see our [Environment Data](#).

³ Renewable electricity is aligned to our RE100 commitment and is the proportion of renewable electricity relative to total Scope 2 electricity use and reported through December 31, 2024.

⁴ Using 2019 as the base year. Reduction reported is total of business travel and colleague commuting normalized by number of colleagues for respective reporting year.

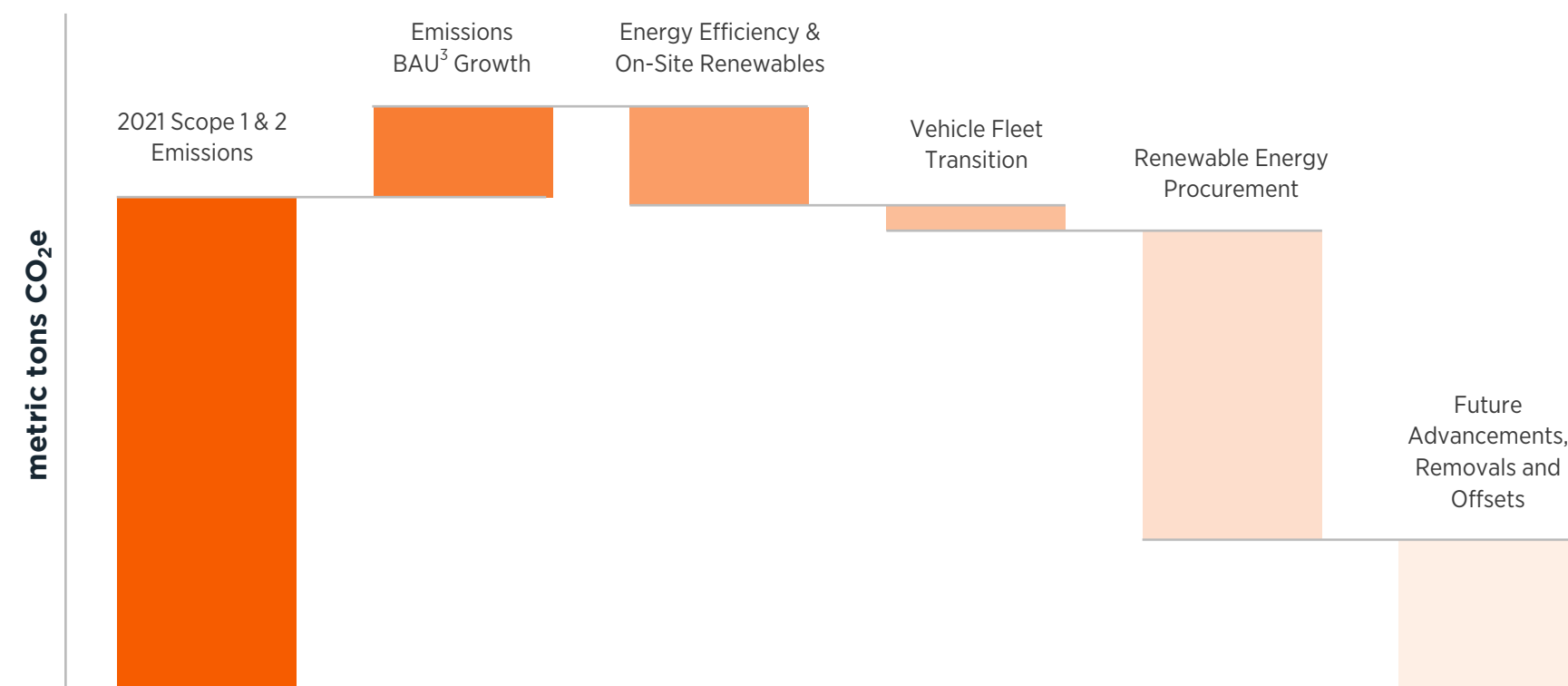
Minimizing our Carbon Footprint

In 2022, we set a goal to be carbon neutral in our own operations by 2030 and accelerated our RE100 commitment to source 100% renewable electricity. To reach these goals, we are focused on reducing emissions by:

- Driving energy efficiency at our sites
- Transitioning our fleet of vehicles to low-carbon alternatives
- Powering our operations with clean, renewable electricity

In 2024, Zoetis completed a divestiture of our MFA business and associated manufacturing sites, which changed the boundary of our carbon footprint. These facilities represented a significant portion of our total energy use and the associated carbon emissions. Consequently, we removed the emissions associated with the divested business operations from the preceding years and adjusted our progress accordingly. This enables us to show the change in emissions for only those facilities that remain in our operational control post-divestiture.

Cumulative approach to achieve carbon neutrality by 2030^{1,2}



¹ The information displayed in this chart is projected and subject to change.

² Approach to carbon neutrality has been updated to remove divested MFA operations.

³ BAU = Business as usual



We continued to make progress toward carbon neutrality in 2024, reducing our total Scope 1 and 2 emissions by 26.7% from 2023. This reduction was primarily driven by increased renewable energy credits procured through a virtual power purchase agreement (VPPA). Additionally, our energy efficiency investments have lowered electricity and gas consumption across our sites.

To ensure we remain on track, we regularly review our climate action strategy. In 2024, we began using an internal cost of carbon in our capital program within the global manufacturing and supply chain division to inform our decisions and investments. We also advanced our ability to measure our Scope 3 footprint. For more information on our climate progress, see our [2024 CDP Climate Change Questionnaire](#).

Our approach to achieving carbon neutrality prioritizes absolute reductions through energy efficiency and renewable electricity procurement. We recognize that it will not be feasible to reduce our emissions completely by 2030 and some residual Scope 1 emissions will remain. To reach carbon neutrality, these residual emissions may be offset through procurement of high-quality, third-party verified carbon offsets. This remains a last resort, and we will continue to pursue viable decarbonization solutions that minimize these residual emissions by 2030.

Driving Energy Efficiency to Reduce Emissions

Our Scope 1 and 2 emissions primarily come from energy use at our facilities. We maintain a rolling five-year capital plan for our highest emitting sites, allowing us to prioritize energy reduction projects and allocate capital effectively. This includes upgrading and improving equipment and systems within existing facilities, as well as focusing on efficient designs for new sites and expansion projects.

In 2024, we successfully completed 28 projects across our manufacturing and R&D sites. These investments are expected to reduce annual energy use by approximately 54,000 gigajoules (GJ), lowering our utility costs and preventing the release of approximately 5,000 metric tons of CO₂e annually. Additionally, our sites continuously invest in energy efficiency through enhanced maintenance practices, control optimizations and the implementation of best practices.

Minimize Fleet Emissions

We continue to advance our efforts in reducing fleet emissions by transitioning our fleet of just over 3,900 vehicles across 49 countries to more efficient vehicles and accelerating the deployment of hybrid and electric vehicles (EVs) where infrastructure supports them. In 2024, electric vehicles represented 5.9% of our total fleet vehicles (a 90.3% increase from 2023), and hybrid vehicles accounted for 22.5% (a 78.6% increase from 2023).

Our R&D facility in Kalamazoo, MI, has undertaken a significant upgrade and optimization of its cooling network, resulting in an annual reduction of over 600 metric tons of CO₂e.



Our manufacturing site in Olot, Spain, optimized its steam system through process control improvements.



Source Renewable Electricity

To achieve our goal of sourcing 100% renewable electricity across our global operations by 2030, we use a mix of strategies, including power purchase agreements, participation in utility programs and the installation of on-site systems at suitable locations. Given the rapid pace of change in today's energy markets, we continuously monitor them to identify new opportunities that can help us meet our targets.

In 2024, renewable electricity covered more than 80% of our global demand. This includes 15 of our manufacturing sites covered by 100% renewable electricity, as well as our R&D facility in Kalamazoo, MI, four commercial facilities in Norway and our three offices in Dublin, Ireland, Parsippany, NJ, and Malvern, PA.

More than 80% of our global electricity demand is covered by renewable sources

The Heart of Texas wind farm, operated by Scout Clean Energy in McCulloch County, TX, began supplying renewable energy to Zoetis through a VPPA in 2024.



In Australia, our Rutherford manufacturing site installed an 800kW solar array, which will generate up to approximately 30% of the site's electricity needs. Rutherford is the eighth Zoetis site to generate a portion of its power on-site from renewable sources.



Reducing Transportation-Related Emissions

We aim to reduce our transportation-related emissions by 25% by the end of 2025, using 2019 as our base year. To achieve this, we continue to rethink our business travel and work-from-home policies.

Since 2019, our colleague transportation-related emissions intensity has decreased by 31.6% and our absolute emissions have decreased by 8.4%. Our business travel emissions have decreased by 16.7%, and while our colleague commuting emissions have increased by 11.5%, we've increased our number of colleagues by 34.0% during that same period.

To balance business needs with sustainability and colleague well-being, we continue to refine our flexible work models, with many teams blending virtual and in-office work. We also support colleagues who drive EVs, and we have installed charging stations at 29 locations globally.

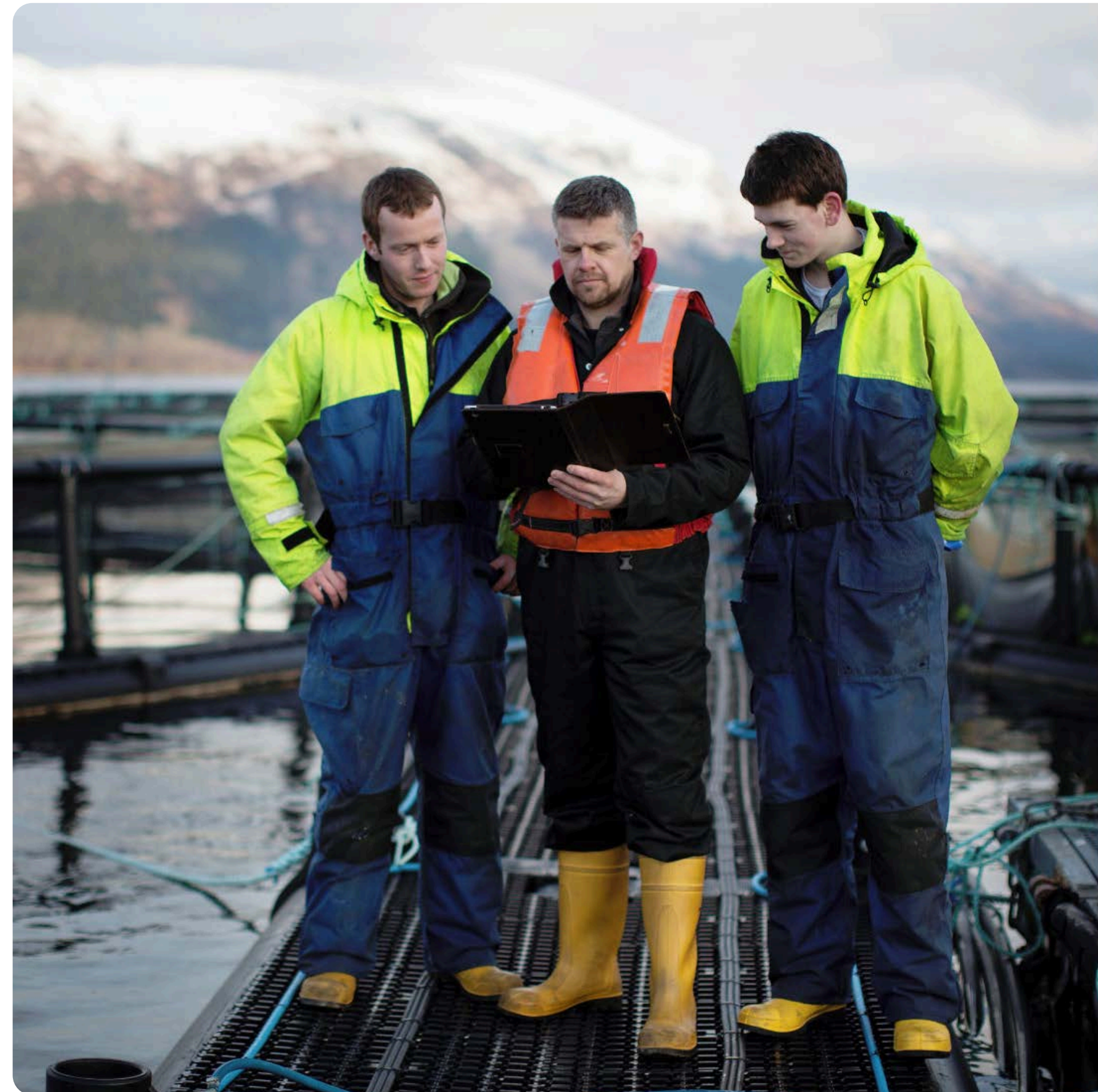
More Ways We Drive to Protect our Planet

As an animal health company, being good stewards of the environment is important to us, and for the communities where we operate and customers we serve—because it is a core value we all share. Some of our manufacturing processes require significant water and resources. Therefore, we focus on improving efficiency, finding ways to recycle and repurpose wastewater, and reducing and responsibly managing waste.

Our global water intake remained stable within our manufacturing operations during 2024. For more information on our water initiatives, see our [**2024 CDP Water Security Questionnaire**](#).



A key focus in 2024 was reducing the impact of waste generated in our operations. As a result, we reduced the quantity of non-hazardous waste sent to landfill by 803 metric tons (22.3%) compared to 2023.



Rethinking our Packaging

We are dedicated to minimizing the environmental impact of our products throughout their entire lifecycle. Our sustainable packaging strategy emphasizes innovative solutions to reduce waste and emissions, while maintaining the highest standards of product safety, quality and customer convenience. Through ongoing engagement with our customers, colleagues and leadership, alongside insights from environmental assessments, we are focusing our packaging efforts on three priority areas:

- 1. New product packaging:** Evaluating new sustainable packaging technologies with a focus on secondary packaging.
- 2. On-market products:** Developing more sustainable packaging solutions for registered products.
- 3. Supply chain packaging:** Reducing waste associated with shipping materials for our customers.

2024 Packaging Achievements

- At our Louvain-la-Neuve site in Belgium, we launched new product outer packaging made with recycled paper⁸ for our Protivity[®] vaccine licensed in European markets.
- In Spain, we replaced single-use passive cold chain cartons with leased, reusable pallets for shipments to the Canary Islands. The shift enabled us to consolidate refrigerated and ambient shipments, reduce waste, optimize storage and shift from air to sea transport to lower emissions. We also transitioned from plastic air pillows to shredded cardboard for protective packaging.

Balancing Sustainability with Quality and Safety

As a pharmaceutical company, we must consider numerous design factors, including regulations, product quality and safety. Modifications to product packaging may require a multi-year registration change in each market. In some cases, the technology to develop sustainable product packaging that satisfies quality and safety requirements is not yet available. We carefully assess potential product waste generated from inferior product protection and shorter shelf-life when assessing the benefits of sustainable packaging. As technology evolves, we will continue to test and approve new product packaging and seek sustainable solutions to these challenges.

Sustainable Design

As part of our continuous improvement program, our scientists are innovating and integrating sustainability considerations into current manufacturing practices and new product design. Our Process, Analytical and Product Sustainability Design team is using the data from our product lifecycle assessments to identify opportunities for improvement. We collaborate with and learn from other life sciences companies through cross-industry collaborative groups, including the Green Chemistry Institute Pharmaceutical Roundtable and others.

⁸ Recycled content includes approximately 20% (±10%) post-consumer waste (PCW) paper and 50% (±10%) post-industrial waste (PIW) paper.

Pharmaceuticals in the Environment (PiE)

Zoetis is committed to minimizing the environmental impact of our products, and this includes actively working to mitigate the presence of **PiE**. The primary source of a veterinary pharmaceutical entering the environment from our products occurs after elimination from the treated animal. On a more local scale, however, pharmaceuticals can enter the environment at the end of the manufacturing process.

Our PiE program consists of a robust process that includes establishing science-based safe emission limits for our active pharmaceutical ingredients (APIs) and environmental risk assessments at our manufacturing sites and suppliers' facilities. To support the optimization and implementation of effective pollution prevention and control measures, we provide targeted training programs for site management and personnel.



Location Sustainability Teams



As a global company, we empower and rely on our local teams to help advance our sustainability strategy by identifying site- and market-specific opportunities.

Since 2022, sustainability teams at all major Zoetis sites have led localized actions to drive progress. As of 2024, 12 manufacturing sites have established sustainability committees that meet regularly to discuss priorities, track progress and identify new opportunities. Additionally, our Market Green teams share best practices and insights with our commercial teams to enhance engagement with customers on sustainability.

Since 2020, our Energy Core Team, consisting of technical representatives across manufacturing and R&D, has been working to integrate sustainability into our operations to advance our climate ambitions. In 2024, we continued to make progress in this area, further embedding sustainability into our capital programs and cost improvement processes.

Building on its success, we expanded our Good Catch program in 2024. Developed and managed by our Global EHS team, with an initial focus on health and safety, Good Catch also enables sites to report and address environmental opportunities. For example, employees have

used this system to report mislabeled recycling bins and suggest energy-saving measures. We continue to explore ways to support, recognize and share innovative ideas from colleagues across the organization, strengthening a culture of continuous improvement.



SASB and ESG Index

This index provides information on relevant environmental, social and governance (ESG) metrics, and our disclosure of the Sustainability Accounting Standards Board (SASB) standards for the Health Care: Biotechnology & Pharmaceuticals industry.⁹ As an animal health company, some of the SASB standards are not applicable to our operations. Where appropriate, we seek to provide comparable disclosures relevant to our business. We have supplemented the table with additional narrative about our programs.

⁹ SASB Biotechnology & Pharmaceuticals Sustainability Accounting Standard Version 2023-12.

SASB Code	Metric	Disclosure
Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	See our discussion on Safety of Clinical Trial Participants .
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	See our discussion on Safety of Clinical Trial Participants .
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	We have not, to date, incurred any monetary losses as a result of legal proceedings associated with clinical trials. Any future material losses would be publicly disclosed in our U.S. Securities and Exchange Commission (SEC) filings as required.
—	Ensuring animal well-being in clinical trials	See our Animal Care and Welfare page on Zoetis.com and our Policy on Animal Care and Welfare for information on how we ensure animal well-being during clinical trials.
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	The Access to Medicines Index is for human health and not relevant to Zoetis as an animal health company. See the Access to Veterinary Care in Emerging Markets section to learn about our efforts to promote access to our products.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	None of our products are on the WHO List of Prequalified Medicinal Products.
Affordability and Pricing		
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	We price our products globally, according to the competitive market and how our customers value the benefits they receive. From 2023 to 2024, our price growth was approximately 6%. Price growth was approximately 5% from 2022 to 2023, and approximately 3% from 2021 to 2022.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	While we are not reporting percentage change in list price, we are disclosing that no single product materially contributed to our price growth in 2024.

SASB Code	Metric	Disclosure
Product Safety		
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	See our discussion on Product Safety .
HC-BP-250a.2	Number of fatalities associated with products	See our discussion on Product Safety .
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	See our discussion on Product Safety .
HC-BP-250a.4	Total amount of product accepted for take-back, reuse or disposal	See our discussion on Product Safety .
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	See our discussion on Product Safety .
—	Product safety and quality program	See our discussion on Product Safety .
Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	See our discussion on Counterfeit Drugs .
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	See our discussion on Counterfeit Drugs .
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests and/or filing of criminal charges related to counterfeit products	See our discussion on Counterfeit Drugs .
Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	We have not, to date, incurred any monetary losses as a result of legal proceedings associated with false marketing claims. Any future material losses would be publicly disclosed in our SEC filings as required.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	See our discussion on Ethical Marketing .
—	Commitment to ethical marketing	See our discussion on Ethical Marketing .

SASB Code	Metric	Disclosure
Employee Recruitment, Development and Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	See the Caring for our Colleagues section.
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals and (d) all others	See our Social Data .
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	See our discussion on Supply Chain Management .
—	Global supply chain management program	See our discussion on Supply Chain Management .
—	Responsible supply chain management	See our discussion on Supply Chain Management .
Business Continuity		
—	Business continuity	See our discussion on Business Continuity .
Environmental Management Program		
—	Environmental management program	See our discussion on our Environmental Management Program .

SASB Code	Metric	Disclosure
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	We have not, to date, incurred any monetary losses as a result of legal proceedings associated with corruption and bribery. Any future material losses would be publicly disclosed in our SEC filings as required.
HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	See our discussion on Business Ethics .
—	Ethics and compliance program	See our discussion on Business Ethics .
—	Political involvement	Our Policy on Political Contributions and any contributions from Zoetis’ Political Action Committee (PAC), are overseen by senior management and approved by a representative board of Zoetis colleagues, with periodic updates to the Corporate Governance and Sustainability Committee of the Board of Directors. Information on our Policy on Political Contributions and political spending disclosures can be found under the Policies and Procedures section of our Corporate Governance webpage.
Data Security and Privacy		
—	Data privacy	See our discussion on Data Privacy and Information Security .
—	Information security	See our discussion on Data Privacy and Information Security .

SASB Code	Metric	2024	2023	2022
Activity Metrics				
HC-BP-000.A	Number of patients treated	Not applicable for animal health.		
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	1. As disclosed in our Form 10-K, we have approximately 300 comprehensive product lines. 2. Phases 1–3 are not applicable for animal health. For competitive reasons, we are not reporting the number of products in Research & Development (R&D).		
—	Revenue (millions of dollars)	\$9,256	\$8,544	\$8,080
—	Number of full-time equivalent colleagues ¹	13,800	14,100	13,800
—	U.S.	6,700	6,900	6,900
—	Other jurisdictions	7,100	7,200	6,900
—	Number of research & development colleagues ¹	1,600	1,600	1,430
—	Number of sales organization colleagues ¹	4,050	4,100	4,200
—	Number of global manufacturing sites operated by us	22	29	29
—	R&D investments (expense) (millions of dollars)	\$686	\$614	\$539

¹ Full-time equivalent counts are approximate and as of December 31 of each reporting year.

Social Data

Turnover Rates—U.S. Workforce ¹	2024	2023	2022
Executives/senior managers—voluntary	0.1%	0.2%	0.1%
Executives/senior managers—involuntary	0.3%	0.2%	0.1%
Mid-level managers—voluntary	0.2%	0.1%	0.4%
Mid-level managers—involuntary	0.3%	0.2%	0.1%
Professionals—voluntary	2.0%	2.1%	2.8%
Professionals—involuntary	2.5%	2.3%	0.5%
All other—voluntary	6.4%	6.7%	7.3%
All other—involuntary	4.7%	2.6%	0.9%

¹ Data provided reflects inclusion of all colleagues who meet U.S. headcount includable (i.e., permanent colleagues not on long-term leave, and excluding contractors or interns) requirements as of the date data was compiled for this report on March 13, 2025, for calendar year 2024. As headcount includable status may vary over time due to changes in employee status, management has accepted that slight variances (not to exceed 1–2%) may occur for the same time period if data is compiled on an alternate date. Turnover rates include colleagues that were part of the Medicated Feed Additive (MFA) divestiture. Global voluntary attrition rate can be found in the [Zoetis 2024 Annual Report, page 20](#) of the PDF.

Parental Leave—U.S. Workforce	2024	2023	2022
Number of colleagues using paid parental leave	227	209	155

Health and Safety (H&S) Performance ¹	2024	2023	2022
Total Injury Rate (TIR) ²	0.4	0.4	0.4
Lost Time Injury Rate (LTIR) ²	0.1	0.2	0.2
Fatality Rate	0	0	0
Number of U.S. OSHA Voluntary Protection Program (VPP) Star Sites ³	5	5	4
Number of International Zoetis H&S Star Sites ⁴	4	4	2

¹ These metrics cover global operations. TIR and LTIR rates have been updated for 2023 to reflect reclassification of reported injuries and illnesses. TIR and LTIR rates for all years include the divested MFA operations.

² U.S. average for the Pharmaceutical and Medicine Manufacturing Industry (NAICS 32541). The TIR and LTIR were 1.70 and 0.50 in 2024, 2023 and 2022. Source: [U.S. Bureau of Labor Statistics](#).

³ In 2024 and 2023, sites included three manufacturing sites and two logistics centers. In 2022, sites included three manufacturing sites and one logistics center.

⁴ In 2024 and 2023, sites included four manufacturing sites; Suzhou MFA was a Zoetis H&S Star site but was divested in 2024. In 2022, sites included two manufacturing sites. All years have been updated to remove Suzhou MFA from site count.

Environment Data

Greenhouse Gas Emissions (metric tons CO ₂ e) ^{1,2}	2024	2023	2022	Base Years	
				2021	2019
Scope 1 emissions—total ^{3,4}	101,392	99,437	94,845	86,501	
Manufacturing, R&D and offices	78,718	76,154	73,184	66,352	
Fleet	22,674	23,283	21,661	20,149	
Biogenic carbon ⁵	1,984	1,897	1,937	441	
Scope 2 emissions—market-based	29,273	78,749	117,636	118,003	
Scope 2 emissions—location-based	116,355	126,974	142,478	143,887	
Scope 1 and 2 emissions—total ⁶	130,665	178,186	212,481	204,504	
Scope 1 and 2 emissions intensity (per \$1M revenue)	14.7	21.9	27.7	28.0	
Scope 3: Category 6—Business Travel ⁷	24,620	21,367	19,048		29,555
Scope 3: Category 7—Employee Commuting ⁸	13,825	13,556	13,162		12,402
Scope 3 colleague transportation-related emissions	38,445	34,923	32,210		41,957
Scope 3 colleague transportation-related emissions intensity (per # of colleagues)	2.8	2.5	2.4		4.1

¹ Greenhouse gas (GHG) emissions are calculated using the GHG Protocol Corporate Accounting and Reporting Standard as a basis and cover global operations. Carbon dioxide equivalent (CO₂e) values include CO₂, methane (CH₄) and nitrous oxide (N₂O), hydrofluorocarbons (HFCs) and perfluorocarbons (PFCs) using AR6 unless otherwise noted. Because we do not have operations that traditionally emit sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃), these are not included in our footprint.

² GHG emissions and emissions intensity were updated for all years reported above to remove emissions from operations that were part of the MFA divestiture unless otherwise noted. Other updates include the expansion of our boundary to include refrigerant emissions in all years, our Atlanta, GA facility and other small combustion sources in 2024. In addition, where applicable, we updated or corrected minor errors with emission factors.

³ Emissions from our waste solvent incinerator are included in our Scope 1 emissions. Emissions from some site-managed company vehicles and forklifts are not included in our Scope 1 emissions.

⁴ Energy usage from our offices is estimated based on the square footage of the office when energy invoices are not available. We are currently capturing data for 100% of offices with an area greater than 1000 ft².

⁵ Biogenic carbon emissions include combustion of biogenic fuels. Biogenic carbon is not included in our total Scope 1 emissions.

⁶ Scope 1 and market-based Scope 2 emissions are the basis of our carbon neutrality commitment, and we use these metrics to measure our performance.

⁷ Emissions associated with air travel, hotel stays, car rentals and rail travel booked within Zoetis’ travel system are calculated by a third party that uses activity data such as aircraft type, cabin class and distance. Emissions associated with personal car and ride-share are calculated using data from the company’s reimbursement system. Excluded sources include travel booked outside of our travel system and booking changes. Emissions associated with travel conducted by colleagues who were part of the MFA divestiture have not been excluded from these totals.

⁸ Emissions in this category include both commuting and telecommuting. For commuting, a hybrid average-based and distance-based method was used in accordance with the GHG Protocol Scope 3 Technical Guidance, and based on headcount as of December 31 of the respective reporting year. Estimates were used for the number of commuting days per week and assumed to be the same for 2021–2024. For telecommuting, the methodology outlined in the Anthesis Remote Worker Emissions Methodology, February 2021 report was used. Emissions associated with commuting conducted by colleagues who were part of the MFA divestiture have been excluded from these totals.

Energy (gigajoule) ^{1,2}	2024	2023	2022
Energy	2,596,250	2,511,244	2,457,805
Energy intensity (per \$1M revenue)	292	309	321
Renewable energy	873,345	444,413	226,859
Renewable energy (%) ³	33.6%	17.7%	9.2%
RE100: renewable electricity (%) ⁴	80.6%	43.0%	22.4%

¹ Energy and energy intensity data covers global operations and was updated for all years reported above to remove emissions from operations that were part of the MFA divestiture.

² Energy usage from our offices is estimated based on the square footage of the office when energy invoices are not available. We are currently capturing data for 100% of our offices with an area of greater than 1000 ft².

³ Renewable energy includes the proportion of renewable electricity, other renewable heating/cooling and biofuels use relative to total Scope 1 and 2 energy use.

⁴ Renewable electricity is aligned to our RE100 commitment and is the proportion of renewable electricity relative to total Scope 2 electricity use.

Water (cubic meters) ^{1,2}	2024	2023	2022
Water intake	2,386,429	2,337,195	2,154,972
Water intake in areas of high/extremely high water stress ³	20.8%	20.0%	8.3%
Water discharge	1,776,629	1,662,590	1,503,769
Water recycled	21,335	24,126	36,398
Water intake intensity (per \$1M revenue)	268	287	281
Water discharge intensity (per \$1M revenue)	200	204	196

¹ Water and water intensity data was updated from 2022 onward to remove operations that were part of the MFA divestiture.

² Data is included for offices and reference laboratories where metered data is available. For offices and reference laboratories where no metered data is available, water usage has been estimated based on the number of colleagues on-site plus estimated water usage in laboratory equipment.

³ In 2024, manufacturing and R&D sites in areas of water stress included Buellton, CA, San Diego, CA, Durham, NC, Louvain-la-Neuve, Belgium, Catania, Italy, Suzhou Bio, China, and Melbourne, Australia. Water stress was determined using **World Resources Institute Aqeduct** tools.

Non-Hazardous Waste (metric tons) ¹	2024	2023	2022
Non-hazardous waste—total	14,463	13,604	14,841
Landfilled	2,793	3,596	3,233
Incinerated	570	950	769
Energy recovery	1,701	1,466	1,400
Recycled	3,521	3,648	3,456
Land application (recycled) manure	5,873	3,944	5,983
Composted ²	5		
Non-hazardous waste intensity (per \$1M revenue)	1.6	1.7	1.9
Non-hazardous waste recycled/energy recovery intensity (per \$1M revenue)	1.2	1.1	1.4

¹ Waste data and waste intensity data from 2022 onward was updated to remove operations that were part of the MFA divestiture.

² In 2024, waste disposed of by means of composting was added to our waste data. Waste composted at our sites includes food waste and organic materials such as vegetation or grass cuttings from landscaping activities.

Hazardous Waste (metric tons) ¹	2024	2023	2022
Hazardous waste—total	14,510	12,505	12,473
Landfilled	568	496	770
Incinerated	2,263	2,586	1,850
Energy recovery	11,309	8,971	9,608
Recycled	370	452	245
Hazardous waste intensity (per \$1M revenue)	1.6	1.5	1.6
Hazardous waste recycled/energy recovery intensity (per \$ revenue)	1.3	1.2	1.3

¹ Waste data and waste intensity data from 2022 onward was updated to remove operations that were part of the MFA divestiture.

Task Force on Climate-related Financial Disclosures (TCFD) Index

TCFD provides a framework for recommended climate-related disclosures that companies use to inform their stakeholders about their climate-related financial risks. Disclosure is structured around four thematic areas that represent how companies operate: governance, strategy, risk management, and metrics and targets. Our TCFD Index below maps these four areas to relevant sections of published Zoetis documents and our [2024 CDP Climate Change Questionnaire](#).

To learn more about how we nurture our world and humankind by advancing care for animals, visit zoetis.com/sustainability.

Purpose	Disclosure	Zoetis 2024 Climate Response	Other Disclosures
Governance			
Disclose the organization’s governance around climate-related risks and opportunities	Describe the board’s oversight of climate-related risks and opportunities	4.1	• <u>Charter of the Corporate Governance and Sustainability Committee</u> • 2024 Sustainability Progress Update, page <u>8</u>
	Describe management’s role in assessing and managing climate-related risks and opportunities	4.3	
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term	3.1, 3.6	<u>Zoetis 2024 Annual Report, pages 23-26 of the PDF</u>
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning	3.1, 3.6, 5.2, 5.3	
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	5.1	
Risk Management			
Disclose how the organization identifies, assesses and manages climate-related risks	Describe the organization’s processes for identifying and assessing climate-related risks	2.1, 2.2	<u>Zoetis 2024 Annual Report, pages 23-26 of the PDF</u>
	Describe the organization’s processes for managing climate-related risks	2.1, 2.2	
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	2.1	
Metrics and Targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	7.30, 7.52, 7.54	2024 Sustainability Progress Update, pages <u>20</u> , <u>32</u>
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	7.6, 7.7, 7.8	
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	7.53, 7.54	

Disclosures

This 2024 Sustainability Progress Update includes forward-looking statements, which reflect the current views of Zoetis about, among other things, our progress toward our Driven to Care aspirations; our sustainability, energy and climate goals, targets and plans; our business plans or prospects; expectations regarding future operating or financial performance; general industry conditions and competition; general economic factors; technological advances and new products; the impact of pharmaceutical and animal healthcare regulation and legislation in the United States and internationally; and other future events. These statements are not guarantees of future performance or actions. Forward-looking statements are subject to risks and uncertainties. If one or more of these risks or uncertainties materializes, or if management’s underlying assumptions prove to be incorrect, actual results may differ materially from those contemplated by a forward-looking statement.

Forward-looking statements speak only as of the date on which they are made. Zoetis expressly disclaims any obligation to update or revise any forward-looking statement in this 2024 Sustainability Progress Update, whether as a result of new information, future events or otherwise. A further list and description of risks, uncertainties and other matters can be found in our most recent Annual Report on Form 10-K, including in the sections thereof captioned “Forward-Looking Statements and Factors That May Affect Future Results” and “Item 1A. Risk Factors,” in our Quarterly Reports on Form 10-Q and in our Current Reports on Form 8-K. These filings and subsequent filings are available online at www.sec.gov, www.zoetis.com or on request from Zoetis.

This 2024 Sustainability Progress Update contains non-financial information and metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Metrics are presented based on information available at the time. Recalculations for prior periods are completed if new information or changes to process are available in accordance with management’s change control practices. For purposes of this report, the concept of “materiality” does not correspond with the terms “material” and “materiality” as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting. Information contained in this report may not be material under the U.S. federal securities laws or for other purposes and its inclusion herein should not be construed as a determination by Zoetis that the information is material. The information set forth in this report reflects the 2024 calendar year unless otherwise noted and Zoetis reserves the right to update its measurement techniques and methodologies in the future.